



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DRUM
10000 10TH MOUNTAIN DIVISION DRIVE
FORT DRUM, NEW YORK 13602-5000

JOINT STATEMENT ON WORKPLACE THREATS AND VIOLENCE
Fort Drum Labor/Management Partnership Council

We believe that every employee at every level at Fort Drum should be treated with dignity and respect at all times. You have great value as a person. You are critical to the support and mission of the 10th Mountain Division and Fort Drum. Consequently, you should not tolerate abusive or intolerant treatment by anyone or of anyone working in support of our mission

Regrettably employees are sometimes victims of workplace violence and often face abusive and intolerant situations. We believe that simply being aware is no longer enough. Workplace safety is everyone's responsibility. It is incumbent upon all of us to report violations of this policy to commanders, supervisors, managers, unions, security personnel and other responsible parties who are duty bound to assist.

We will not tolerate behavior that disrupts the workplace as defined in 10th Mtn Div (LI) and Ft Drum Regulation 690-31.

There is no excuse for:

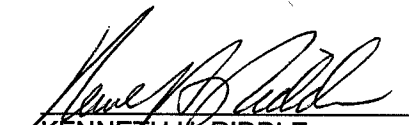
- Violence or threats of violence by anyone at any level.
- Harassment, intimidation, threats, or bullying
- Behavior that is intended to cause harm to others and/or property.

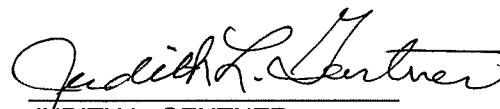
Specifically, we support the following definitions:

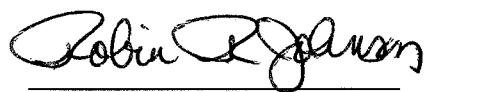
- Harassment is a pattern of behavior that annoys or impedes another individual.
- Intimidation is behavior that makes another individual fearful or apprehensive, or that causes one to act in a certain manner out of fear or apprehension.
- Bullying is behavior that is habitually cruel or browbeating in nature, especially when directed toward people who are perceived as being "weaker" or "different".

We commit to a workplace where dignity and respect are recognized as basic human rights and where behavior that violates these rights will not be tolerated. Policy violations will be immediately investigated and may result in disciplinary action up to and including termination from the Federal service.

Our intent is to ensure that Fort Drum remains a safe, harmonious, and productive workplace. We pledge our efforts toward this objective.


KENNETH H. RIDDLE
Colonel, Armor
Garrison Commander


JUDITH L. GENTNER
Co-Chair, Garrison Labor-Management
Partnership Council


ROBIN R. JOHNSON
Co-Chair, Garrison Labor-Management
Partnership Council

Distribution:
E (One to each civilian employee)